

Recruiting, Training, and Engaging Virtual Faculty via an Award-Winning Online Pedagogy Institute



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Abstract: Columbia University School of Social Work’s (CSSW) five-week Institute on Pedagogy and Technology for Online Courses prepares social work professionals to become excellent educators with our Online Campus, which offers a fully online MSW degree. 152 participants from 31 US states have passed in the first four cohorts, and they have led about 100 online courses so far. The award-winning Online Pedagogy Institute includes weekly live virtual class sessions and homework each week in our learning management system, and now offers CEUs.



Participants earn a digital badge upon passing with 90% or higher



International E-Learning Association 2018
International E-Learning Awards -- **Academic Division Award for Blended Learning**



United States Distance Learning Association 2019
International Distance Learning Awards -- **Non-Profit Excellence in Teaching/Training Award**

Institute graduates have joined from 31 US states + Canada and India

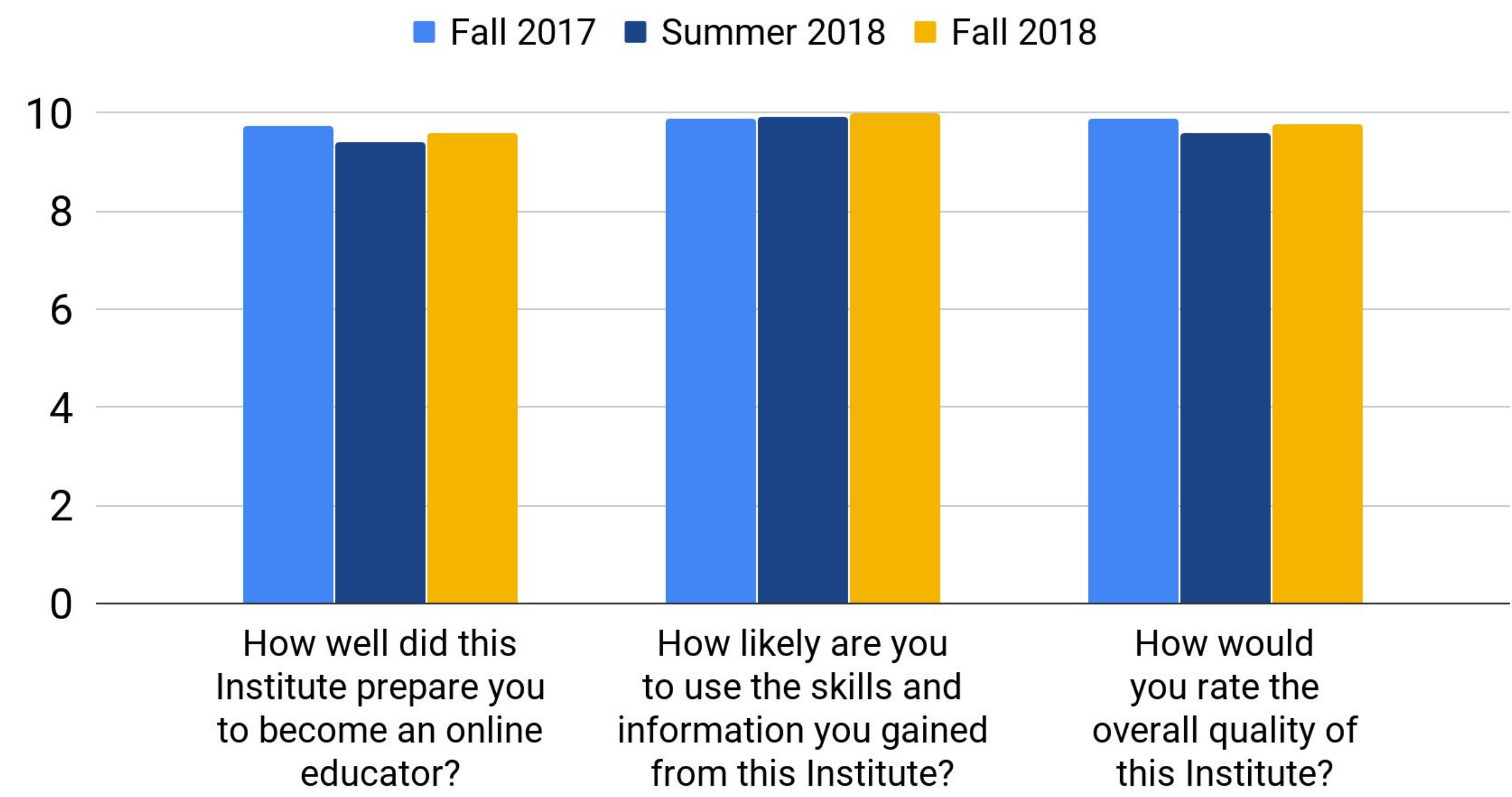


Why create this Institute?

Challenges in the quest to create an online MSW program of the highest quality:

- Teaching online requires new skills
- Screening online instructors requires observing their skills
- Adjuncts & Associates (TAs) cycle in and out of the role each semester
- Potential online faculty are located around the country

Participant feedback at the end of the Institute



Community agreement themes across cohorts:

Respect, kindness, patience, listening, trying, mindfulness of the community

Monday Community Agreements - Fall 2018	Thursday Community Agreements - Fall 2018	Friday Community Agreements - Fall 2018
<ul style="list-style-type: none">• kind responses even during struggles or disagreements // kindness• assume the best intentions // remembering we're all tired from a long day, not being judgmental or angry // direct and ask for feedback without assuming it's negative // intention vs. impact• Being honest• Listen to learn and understand• reflect before responding // practice critical reflection• Confidentiality• Using preferred pronouns when applicable• asking questions rather than making assumptions // Ask clarifying questions (rather than assume or jump to a conclusion)• Take risks• Flow or flow out // one person speaks at a time• Being respectful and patient as we all learn how to navigate the technology // Patience // ask for help when you need rather than struggling // be patient• using clear and straight forward language // using non-gendered terms // avoid big words or buzz words that don't really mean anything and don't convey what we are really trying to say• keep your mic muted unless otherwise noted• Recognize the expertise in the group // creating an environment where we agree to be open about what we know, and when we don't know // Speak from your own experience• Stay engaged• say what (then educate the group) if something is offensive and stops in a way of apologizing• Practice self care // Take the self care break, you need it!• address power dynamics as best we can• Forgive types in this chat• using the icons (applause, smile, turbo and rabbit) regularly	<ul style="list-style-type: none">• Use i statements• agree to disagree• Active Listening // Listen Attentively // reflective listening // listen to understand not form your response // the why• Respect // Respectful responses // respect others opinions // To respect others // respect opinions and each other // To be aware of tone and language -- respect // respect is knowing that your truth isn't the only one // watch the language in chat or row of message during chat // Language and tone // Do not expect every getting across about different systems, not judgemental // Respect is also to encourage others to express their views• Be open minded // Be open minded• Remember we all come in at different levels of knowledge• Know your audience• Make your microphone• Stop or step back• Be aware of assumptions // clear statements without judgement or bias // acknowledge misassumptions // Clarify your statements, you can be direct without appearing dominant or assert• Constructive feedback• Open our own experiences/opinions if challenged. Take responsibility for what we say in an open-minded way. Be willing to be challenged• Be mindful• Check your ego• Offer different perspectives // No judgement // Be supportive // encourage one another• Assume the best of others• Do not use ALL CAPS it can be taken as yelling // avoid caps that can be understood as yelling• Be present• apologize if you hurt or offend someone• There is enough space for us all to share this platform. Let's have fun while learning• ask questions, even if you feel like it's a dumb question, others may be wondering the same thing• Be flexible	<ul style="list-style-type: none">• Being respectful of each others ideas• read/listen carefully before reacting• assume good intentions• that we agree to work from an anti-oppressive, strengths based lens // Be aware of possible microaggressions• know that folk feel anxious and vulnerable• Remembering everyone's experience is different // Being patient and respectful of each others levels of technology• Constructive Reflection // Constructive reflection requires considering both sides of an argument // Constructive reflection would mean to offer suggestions to another student in a way that is helpful to their learning and growth• Be patient with the process // Be patient• we are all in it together - help learning community members when you can // important to be supportive of one another• Seeking to understand, before being understood• if someone gets upset about something to remember that tone can be misinterpreted in text form. Take a breathe and clarify with the other person• permission to make mistakes

What does this Institute entail?

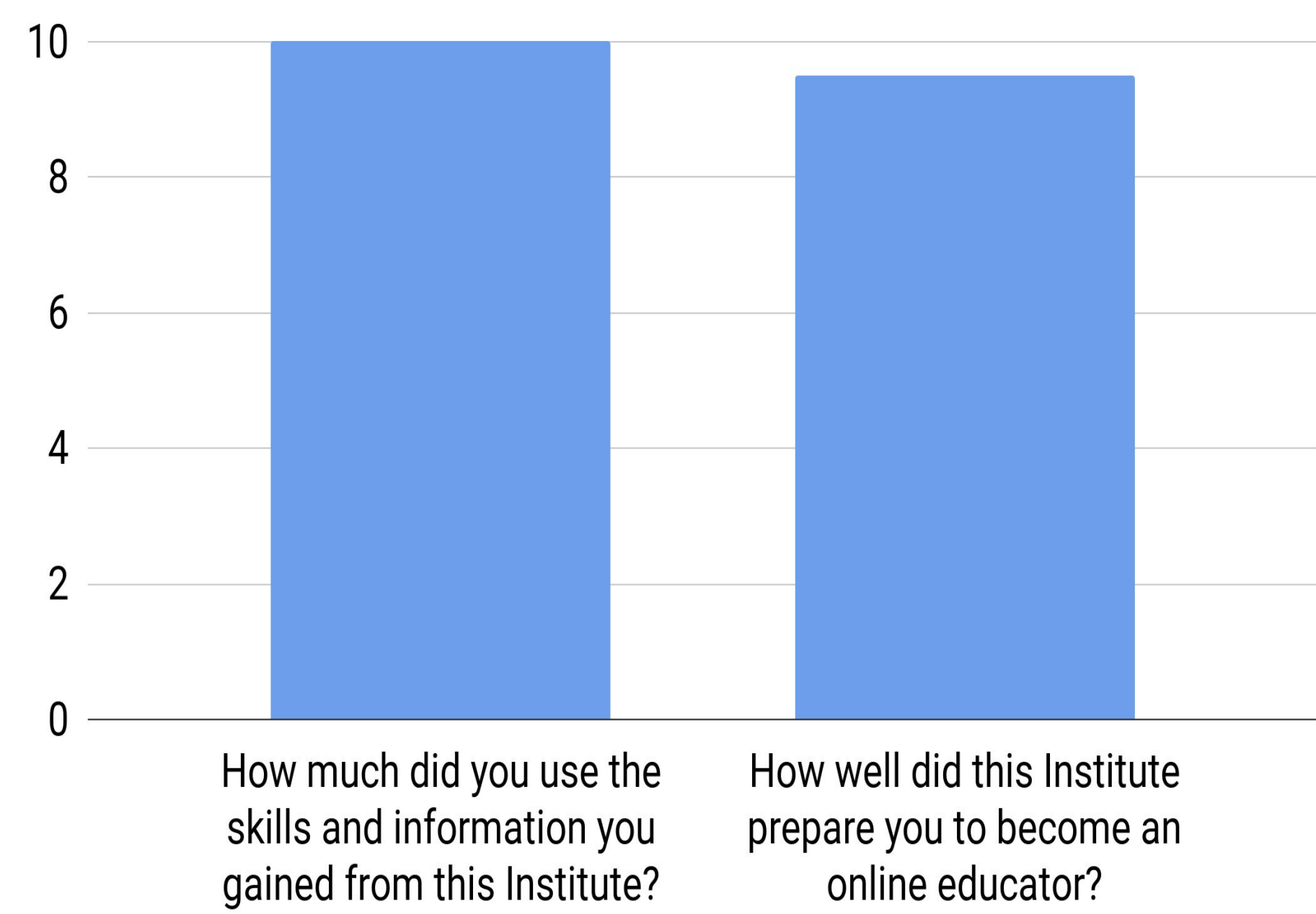
Five weeks, 5 hours/week

- Weekly live class sessions
- Weekly asynchronous homework

Language for CVs:

Five-week, 25-hour intensive post-Master’s online institute with weekly synchronous classes and asynchronous homework, covering the design and delivery of engaging online courses that embody social work values, including instructor presence, community building, interactivity in live online class sessions, inclusiveness, universal design for learning, and the basic mechanics of Canvas and Adobe Connect.

Instructor feedback after first semester of teaching



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